Nursing and Midwifery Council
Fitness to Practise Committee

Interim Order Review Hearing
Monday, 26 October 2026

Virtual Hearing

Name of Registrant:	Jade Annette Fraser
NMC PIN:	18I1384S
Part(s) of the register:	Registered Nurse – Mental Health (RNMH) 16 November 2011
Relevant Location:	Grampian
Panel members:	Rachel Forster (Chair, Lay member) Tiago Horta Reis Da Silva (Registrant member) Chantelle Whitehead (Lay member)
Legal Assessor:	Paul Hester
Hearings Coordinator:	Raquim Corporal
Nursing and Midwifery Council:	Represented by Amrit Dhanoa, Case Presenter
Miss Fraser:	Not present and unrepresented
Interim order to be reviewed:	Interim conditions of practice order (18 months)
Outcome of review:	**Interim conditions of practice order confirmed**

Decision and reasons on interim order

The panel decided to confirm the current interim conditions of practice order

The panel has determined that the following conditions are proportionate and appropriate:

For the purposes of the conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. 'Course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must keep the NMC informed about anywhere you are working by: [PRIVATE]

2. Telling your case officer within seven days of accepting or leaving any employment thereafter.

3. Giving your case officer your employer's contact details.

4. You must keep the NMC informed about anywhere you are studying by:
    a. Telling your case officer within seven days of accepting any course of study.
    b. Giving your case officer the name and contact details of the organisation offering that course of study.

5. You must immediately give a copy of these conditions to:
    a. Any organisation or person you work for.
    b. Any agency you apply to or are registered for work with.
    c. Any employers you apply to work for (at the time of application).
    d. Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

6. You must tell your case officer, within seven days of your becoming aware of:
    a. Any adverse incident you are involved in.
    b. Any investigation started against you.
    c. Any disciplinary proceedings taken against you.

7. You must only work in a hospital, care home or other similar medical setting and not in a community setting.

8. You must ensure that you are supervised any time you are working. Your supervision must consist of working at all times on the same shift as, but not directly observed by, a registered nurse of Band 6 or above.

9. You must not contact (directly or indirectly) the patient to whom the NMC investigation relates.

10. You must not contact patients outside of any clinical capacity in which you are working.

Unless Miss Fraser's case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, Miss Fraser or the Nursing and Midwifery Council (NMC) may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review, a panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

A panel of the Fitness to Practise Committee has still to deal with the allegations made against Miss Fraser. The NMC will keep Miss Fraser informed of developments in relation to that issue.

This will be confirmed to Miss Fraser in writing.

That concludes this determination.